

*Information included in this report was shared by Debbie Newmark, AFM Director of Symphonic Electronic Media, at the 2024 ROPA Conference in San Francisco.*

The 2023-2026 Integrated Media Agreement (IMA) with the Employers Electronic Media Association (EMA) was ratified in December, 2023 by the member orchestra bargaining units. It was again a long and arduous negotiating process, beginning in the spring of 2022. The position of the AFM was that the previous IMA was barely used before the COVID-19 pandemic, which caused the agreement to be altered with side letters, in many cases changing some of the terms to make it easier to create media work during the pandemic. The AFM largely wanted to get back to where we began with the last IMA. The last face-to-face negotiating meeting with the EMA was held in February, 2023, at the AFM offices in NYC. We left that meeting with a number of sticking points that had not been resolved. The negotiations were finally wrapped up in side meetings, with a tentative agreement reached in late September, 2023.

There are currently a total of 124 orchestras represented in the EMA. Of these, 54 are ROPA orchestras. There are also orchestras who are not members of the EMA that are in the process of signing on to individual employer IMA agreements.

There is an upcoming Labor/Management committee meeting in September 2024 in Washington, DC. This committee is made up of representatives of the EMA and the AFM, and has been a feature of the IMA for many years. The purpose of this committee is to discuss and resolve disputes in connection with the interpretation of the Agreement, and to discuss and make recommendations for consideration in bargaining of the successor Agreement. This is only the second Labor/Management meeting; the first was held in July, 2015.

Recently, Symphonic Services Division of the AFM has updated the SSD Resource Center on the AFM website, which includes helpful information and documents around the IMA and other AFM media. To view this information go to:

- AFM.org
- For Members (you will need myAFM username and password to continue)
- Symphonic Services Resource Center
- Scroll down to Symphonic Electronic Media - below you will find several informative documents including:
  - Integrated Media Agreement for EMA Orchestras (IMA) 2023-2026
  - Current List of EMA Orchestras;
  - Integrated Media Agreement for Individual Employers (IMA) 2023-2026;
  - Project Approval Form for Article X IMA Projects;

- Responsibilities of the Orchestra Committee under the current IMA (2023-2026);
- AFM Report Form B-16 for IMA Projects (this form must be filed for every IMA project that requires payment of wages and benefits and/or a revenue participation distribution).

Respectfully submitted,

The ROPA Electronic Media Committee:

Naomi Bendorf Frisch, Illinois Philharmonic

Taylor Brown, Chattanooga Symphony and Opera, President, Local 80

Nathaniel Chase, Allentown Symphony

Mike Smith, Chair, Minnesota Opera Orchestra

Steve Wade, Hartford Symphony, *ex-officio*